



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: SINGU
 Submitted: 20th December 2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other	✓	



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

SINGU

UPDATED AS OF:

20th December 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other - Disclosures
ISSUE DATE	2020 and 2021
TOPIC	Company provided short term loans to employees during Covid 19-
SUMMARY OF ISSUE	<p>On two occasions, Singu granted loans to their beauty contractors. During COVID-19, many of their beauty contractors found themselves in social vulnerability. Accordingly, Singu decided to grant these loans without interest. At the end of 2021, the loans did have interest yet payments were collected in small installments compared to the payments they received from their services rendered.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>The two instances of loan provisions were:</p> <ul style="list-style-type: none">- COVID-19 2020: A total of R\$ 76.000,00 in loans were granted at 0% interest to 170 beauty contractors (28% of beauty contractors in that moment).- Micro Loan 2021: A total of R\$ 35.000,00 in loans were granted at 11% interest to 35 beauty contractors (4% of beauty contractors in that moment).
IMPACT ON STAKEHOLDERS	<p>"The company never provided loans prior to 2020. It was an isolated case due to COVID-19. The company made a subsequent micro loan in 2021.</p> <p>Singu's platform usage among its customers dipped dramatically and many of their employees didn't have any other source of income. As such, it would not have been viable to charge any kind of interest on top of the principal. Furthermore, Singu donated basic kits (cestas básicas) to some of their employees who were most in need. "</p>
IMPLEMENTED MGT PRACTICES	<p>"Singu configured a model that considered each employee's history in the company, attributing weight to certain criteria. For the employee to be deemed eligible to receive a loan, they would have to have been active and engaged for more than six months, that is, intaking a minimum number of customer orders per month. Once deemed eligible, their team would contact the employee via WhatsApp with the loan offer and explain the details and conditions. The employee then had the option to accept or deny the loan. Payment plans were set to not exceed 30% of monthly income for each individual.</p> <p>To date, 41.06% of all loans have been repaid while 58.94% are outstanding, for which the company is conducting negotiations to for fair collection. They are renegotiating so that the company still receives what it is owed while at the same time making conditions comfortable for the employee to make payments. The company did not charge any late fees to any of their employees who availed of the loans.</p> <p>The company does not plan to provide further micro loans in the future. "</p>
MANAGEMENT COMMENTS	<p>This resource assists their beauty contractors in purchasing new materials, paying personal debt, and accessing items for family comfort and well-being. We understand this line of credit as only offering benefits for our beauty contractors, community, and for our relationship among the company and our partners."</p>